

SANTA YNEZ COMMUNITY SERVICES DISTRICT
MEMORANDUM

TO: Board of Directors
FROM: Board of Directors, Board President
DATE: February 15, 2023
SUBJECT: General Manager 6-Month Performance Review
Possible Salary and/or Benefit Increase

Recommendation / Proposed Motion

Recommendation: Discuss the General Manager's 6-Month Performance Review as performed by the personnel committee.

Policy Implications

- Government Code 61050 requires the Board to appoint a general manager and a treasurer and to set compensation. Like most districts, SYCSD spells out compensation and other terms of employment in a written employment agreement (contract).
- The Board of Directors approves staffing levels, salaries, and benefits as an integral part of District operations.
- On June 15, 2022, the Board of Directors approved the appointment of Loch Dreizler as the General Manager and the associated Employment Agreement.

Fiscal Implications

An expected increase in personnel expenditures for fiscal year 22/23, if approved

Alternatives Considered

Do not modify the General Manager's salary and/or benefits

Discussion

June 15, 2022, Board Memorandum states, "The General Manager's starting annual salary is \$135,000 and reflected in the 2022/2023 proposed budget. This salary level can be amended by your Board in the future. Benefits include the same medical/pension contributions and vacation/sick leave as received by all other SYCSD employees, with some exceptions: The General Manager is not afforded cash payment of health care benefit in-lieu of applying the benefit to District offered care plan(s), and the General Manager will receive five administrative leave days per year, a \$500/month car allowance, and a \$80.00/month cell phone allowance."

The Employment Agreement states, "At the end of Employee's six (6) month introductory period (Probation Period), and at least annually thereafter, Employer shall review Employee's performance and the compensation payable to Employee hereunder and, in accordance with such review, Employer may, in Employer's sole discretion, increase such compensation as it shall deem appropriate, based on the following considerations:

- a. the compensation paid for comparable employment by other governmental entities in California, similar in size and functions to Employer;
- b. the level of responsibility required by the position of Employee;
- c. the cumulative experience of Employee and his performance in carrying out his duties hereunder; and
- d. Such other factors as Employer may determine to be relevant or appropriate.

If a motion is made:

- a. Identify Loch Dreizler as the District's General Manager
- b. Report on any agreed salary change and/or benefits change.
- c. Roll call vote to approve the final agreement.